

Easthampton Public Schools

Strategic Plan FY 2022-2023

GUIDING PRINCIPLES

Demonstrating kindness, respect, and support towards each other, by appreciating the contributions of others, valuing diversity, and honoring ourselves and others through words and actions.

Working to create a community that is nurturing, inclusive, and equitable, by welcoming all and fostering a sense of belonging within our school community so we can overcome challenges together and work collaboratively toward our shared goals.

Engaging as learners who persevere through challenges, who see setbacks as opportunities to learn, grow, and demonstrate resilience.

Fostering awareness of our place within a broader global community, and recognition of our interdependence by promoting social, economic, and environmental justice.

VISION

We envision a future where Easthampton Public Schools are the heartbeat of our community, where all are accepted and able to authentically participate in academic, emotional, and social learning within a setting that is welcoming, inclusive, and adapted to the needs of all students.

MISSION

The mission of Easthampton Public Schools is to facilitate the academic, social, and emotional development of all students so they can lead full lives, exercise informed choice, and contribute to their communities.

GOALS

EDUCATIONAL IMPACT GOALS

Goal 1: Easthampton Public Schools will ensure that its curricula are aligned with our guiding principles.

Goal 2: Easthampton Public Schools will continually refine its approach to engaging families, caregivers, and the wider community.

HEALTH GOAL

Goal 3: Easthampton Public Schools will ensure its ongoing commitment to its mission and that equity guides our decision making and conduct.

ECOSYSTEM IMPACT GOAL

Goal 4: Easthampton Public Schools will foster effective advocacy with partners and stakeholders to ensure adequate resources to meet our strategic goals.

What objectives are we focusing on this year? Why?

<i>Goal 1:</i> Easthampton Public Schools will ensure that its	<i>Goal 2:</i> Easthampton Public Schools will continually refine its approach to engaging families,	<i>Goal 3:</i> Easthampton Public Schools will ensure its ongoing commitment to its mission and that	<i>Goal 4:</i> Easthampton Public Schools will foster effective advocacy with partners and
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curricula are aligned with our guiding principles.	caregivers, and the wider community.	equity guides our decision making and conduct.	stakeholders to ensure adequate resources to meet our strategic goals.
<p>a. Audit curricula to identify teaching practices and content that conflict with our guiding principles.</p> <p>a. Auditing curriculum is the paper process; auditing teaching practices is a live process</p> <p>b. Looking at all levels – consistency across grade and content</p> <p>b. Codify our commitment to supporting all learners to meet their individual needs while engaging with their wider community, we will update our curricula to ensure they reflect our guiding principles and are supported by contemporary research on child and adolescent development.</p> <p>c. Ensure that social-emotional learning is central to all learning experiences by developing a range of clearly articulated social emotional programs for students at all levels.</p>	<p>a. Seek to better understand and eliminate barriers to family and caregiver engagement.</p> <p>b. Explore and expand transportation options to ensure equitable access to Easthampton Public Schools programs and services.</p> <p>a. Exploring options for transportation beyond buses – facilitating communication for transportation options within the community</p> <p>c. Ensure that students, families, and caregivers who belong to underrepresented or minority communities enjoy equitable access to and utilization of all school programs, services, and engagement opportunities.</p> <p>d. Provide dynamic and responsive communication strategies that invite school and community collaboration. This may include, for example, inviting artists and</p>	<p>a. Develop a common understanding of equity in the context of the Easthampton Public Schools. This will include considering the ways in which aspects of an individual’s identity influence their learning and their experience within our school culture.</p> <p>a. Define equity to include diversity of race, class, gender, etc</p> <p>b. Ensure that our mission and guiding principles shape the culture of our school community.</p> <p>c. Ensure that professional development priorities are aligned with and uphold our mission.</p> <p>d. Streamline district administrative processes, including renewal cycles.</p> <p>e. Examine EPSD assessments to ensure that they are aligned with our common understanding of equity.</p>	<p>a. Develop a compelling communication and advocacy strategy that:</p> <p>i. Evolves along with changes in technology and adapts to the communication preferences of community members and other stakeholders, and;</p> <p>ii. Clearly articulates what the district will need in terms of financial resources, staffing, and facilities to achieve its goals.</p> <p>b. Implement the communication strategy by focusing early efforts on:</p> <p>i. Identifying and attempting to secure funding through alternative sources, like competitive grants and special state or federal programs.</p> <p>ii. Collaborating with town leaders and</p>

<p>d. Continue to foster joyful learning including integrated play and self-directed and experiential learning.</p> <p>e. Prepare our students to navigate our complex and information-rich world by increasing opportunities for STEAM, digital literacy, research, and library science.</p> <p>f. Ensure that our use of technology is relevant to our curriculum and responsive to student needs.</p> <p>g. Enhance after school programming to create opportunities for physical development and social engagement</p>	<p>craftspeople to share their work with the school community.</p>		<p>iii. others to ensure funding sources to support renewal cycles. Recognize Easthampton community members' excellent grassroots support for our school, and continue to look for opportunities to support and harness this energy by collaborating with community members around shared interests and priorities.</p>
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Is anything missing that you expected to see, or think should be incorporated?

Decision Making Framework

How can we incorporate this strategy into our work?

Step 1: Guiding Principles Alignment

Does the prospective decision intersect with your guiding principles?

- Demonstrating kindness, respect, and support towards each other, by appreciating the contributions of others, valuing diversity, and honoring ourselves and others through words and actions.
- Working to create a community that is nurturing, inclusive, and equitable, by welcoming all and fostering a sense of belonging within our school community so we can overcome challenges together and work collaboratively toward our shared goals.
- Engaging as learners who persevere through challenges, who see setbacks as opportunities to learn, grow, and demonstrate resilience.

- Fostering awareness of our place within a broader global community, and recognition of our interdependence by promoting social, economic, and environmental justice.

Step 2: Mission and Scope

One of the most important things your mission statement does is help to keep you focused on things that are in your wheelhouse and let go of things that are not.

- Facilitates the academic development of all students
- Facilitates the social development of all students
- Facilitates the emotional development of all students
- Creates the conditions for students to lead full lives
- Creates the conditions for students to exercise informed choice
- Creates the conditions for students to contribute to their communities

Step 3: Impact on Equity

We think of equity as a property of systems (primarily, groups of people) that involves two important components: opportunities and outcomes. A system provides equitable opportunities when attention to the various barriers people face to participation results in fair treatment and equal access to opportunity and advancement. A system creates equitable outcomes when there is a proportional distribution of benefits and burdens across the system.

*Very often when we make a decision, we have an opportunity either to increase or decrease equity.

Step 4: Advances Goals

Consequential decisions should be made with an eye towards their relationship to your goals. Will a particular decision help advance one or more of your goals, or not? If the prospective decision a) cuts against our guiding principles, b) seems to be far outside the scope of our mission, or c) undermines equity, we should not do it. If it doesn't fail on one of those counts, the following assessment can help map out how and when to move forward.

- Ensure that our curricula are aligned with our guiding principles.
- Continually refine our approach to engaging families, caregivers, and our wider community.
- Ensure our ongoing commitment to our mission and that equity guides our decision making and conduct.
- Foster effective advocacy with partners and stakeholders to ensure adequate resources to meet our strategic goals.

How do we ensure this document is widely viewed and understood?

- Share with School Committee, Leadership Team, faculty, and staff.
- Ensure Strategic Plan is on our district website for families to refer to.
- Continuously find ways to tie our work back to our strategic plan.